

# Lashelle Harris

Baytown, TX 77523

[lashelleharris75@gmail.com](mailto:lashelleharris75@gmail.com)

+1 614 353 7520

Registered Nurse with 11 years of adult healthcare experience. Provides exceptional care in a variety of settings . Passionate about providing quality care to every patient .Motivated and independent while thriving as a team player , self-starter with great communication skills ; who pays close attention to detail and has a strong commitment to patient care.

## Work Experience

---

### **RN, Medical-Surgical**

Maxim Healthcare - Columbus, OH

January 2021 to Present

- Assessed and prepared patients for procedures, performing initial and ongoing patient assessments.
- Monitored and managed various treatment and care interventions.
- Collected lab specimens, ordering and interpreting diagnostic tests and lab results.
- Recorded patient condition, vital signs, recovery progress and medication side effects.
- Oversaw patient admission and discharge processes to coordinate related paperwork.
- Adhered to infection control procedures to facilitate safe, clean patient environment.
- Administered medications and treatments, monitoring patients for reactions and side effects.
- Counseled patients and caregivers, providing emotional, psychological and spiritual support.

### **Director Of Nursing**

Bella Terrace Nursing And Rehab - Columbus, OH

January 2020 to January 2021

- Participated in risk management ,UR , and morning meetings with department heads to discuss census information, admissions and discharges for residents.
- Recruited well-qualified candidates to fill vacancies and offer residents unparalleled care.
- Improved bed occupancy by 40% in 6 months.
- Reviewed and assessed staff processes, reducing hazards posed for residents and staff while promoting regulatory compliance.
- Diversified facility offerings by adding services such as mentoring program, infection control preventionist , restorative program ,Antibiotic stewardship , QAPI.
- Directed daily operations at facility caring for more than 120 individuals.
- Ordered all supplies needed for the pharmacy and kept tabs on inventory levels.
- Developed policies to align procedures with nursing home strategic initiatives and complied with statutory, regulatory, state and federal guidelines.
- Reviewed incident reports daily for accuracy and proper notification to family, physicians and other agencies as required by regulations.
- Oversaw new nursing employee orientation process, including explanation of personnel policies and individual duties.
- Implemented changes needed to correct deficiencies found during government inspections.

- Monitored development, implementation and updates of individualized care plans.
- Administered executive supervision, exercising independent judgment to select proper course of action in policies and procedures.

### **Med/Surg RN**

Riverside Hospital - Med - Columbus, OH

January 2019 to January 2020

- Improved care outcomes with proactive education, communication and guidance for patients and family members.
- Cared expertly for individuals with wide array of medical issues such as pulmonary, cardiology and infectious disease patients.
- Delivered physician-ordered treatments and monitored responses to quickly spot complications and side effects.
- Developed and implemented individualized care plans to meet each patients' unique needs.
- Recorded any action or behavior of clinical significance in EPIC chart and kept physicians informed.
- Supervised 6-bed telemetry unit while providing direct patient care to acutely ill patients.
- Inserted and managed central, arterial and PICC lines.
- Managed and provided leadership to help staff with direct and indirect patient care and telemetry monitoring.
- Responded to emergency situations with speed, expertise and level-headed approaches to provide optimal care, support and life-saving interventions.
- Communicated with primary care physicians or emergency care providers to relay patient needs.
- Immunized patients against influenza and pneumonia to protect vulnerable populations from serious illnesses.
- Delivered quality care and comfort to patients with heart failure, pulmonary hypertension, pulmonary embolisms and end-stage renal disease.
- Provided skilled direct nursing care to 6 patients in MED-SURG department.
- Administered oral, intramuscular and IV medications to patients and monitored responses.
- Monitored post-op vitals, set up PCA, fluids, reviewed post-op orders and assimilated patients to unit.

### **Director Of Nursing**

Carillon Assisted Living Inc. - Mooresville, NC

March 2018 to January 2019

- Reviewed daily documentation of dispensing of controlled substances, immediately noting any discrepancies from shift to shift.
- Restructured patient satisfaction surveys to cover every step of patient journey to understand what matters most to every patient.
- Budgeted, managed and scheduled staff of 35 nurses, fostering environment supportive of both dementia /assisted living patients.
- Oversaw new nursing employee orientation process, including explanation of personnel policies and individual duties.
- Updated procedures necessary for compounding, mixing, packaging and labeling medications.
- Collaborated with multi-disciplinary staff to improve overall patient care and response times.
- Developed policies to align procedures with nursing home strategic initiatives and complied with statutory, regulatory, state and federal guidelines.
- Created and maintained facility documents and records, maintaining accuracy while managing sensitive data.

## **Nurse Unit Manager**

Columbus Colony Elderly Care - Westerville, OH

July 2016 to March 2018

- Kept close eye on department operations to maintain effective coverage of all needs.
- Received and researched complaints from families, patients and clinical staff in order to resolve concerns to full satisfaction.
- Maintained adequate unit supplies to meet expected patient demands.
- Completed weekly floor work to stay up to date on latest clinical practices and procedures.
- Helped floor nurses make care decisions by applying exceptional clinical judgment and knowledge of facility policies.
- Managed medication dispensing and control.
- Managed performance of nursing staff of 15 by reviewing task completion, prioritization and reports.
- Evaluated patients' needs and preferences to create and update treatment plans.
- Coordinated employee schedules and job assignment
- Treated patients with broad range of diagnoses ranging from sepsis, renal failure, diabetic ketoacidosis, pulmonary embolism, myocardial infarction, pneumonia, acute respiratory distress syndrome, congestive heart failure and chronic obstructive pulmonary disease.

## Education

---

### **Master Of Science in Nursing**

Wilmington University - New Castle, DE

October 2023

### **Associate Of Applied Science in Nursing**

American Institute - Columbus, OH

January 2019

### **Nursing**

Columbus School Of Practical - Columbus, OH

June 2016

## Skills

---

- Accreditation coordination
- Multidisciplinary team collaboration
- Profitability strategies
- Recruiting and hiring
- Health information systems
- Staff supervision
- Patient safety
- Census goals
- Schedule management
- Employee retention strategies
- Quality assurance controls

- Facility oversight
- Personnel management
- Regulatory requirements
- Acute and rehabilitative care
- IV drug therapy management
- Medication and IV administration
- Ventilator care
- Critical thinking
- Patient monitoring
- Epic EHR Management
- Wound care specialist
- Infectious disease control
- BLS instructor
- Advanced Cardiac Life Support (ACLS) certification
- Nursing Plan Development and Modification preventionist certified
- BLS CPR instructor
- Infection Control Training
- Utilization Review
- EMR Systems
- Dementia Care
- Nurse Management
- Medication Administration

## Certifications and Licenses

---

### **RN License**

### **BLS Instructor Certification**

### **Infection Control Certification**

### **ACLS Certification**